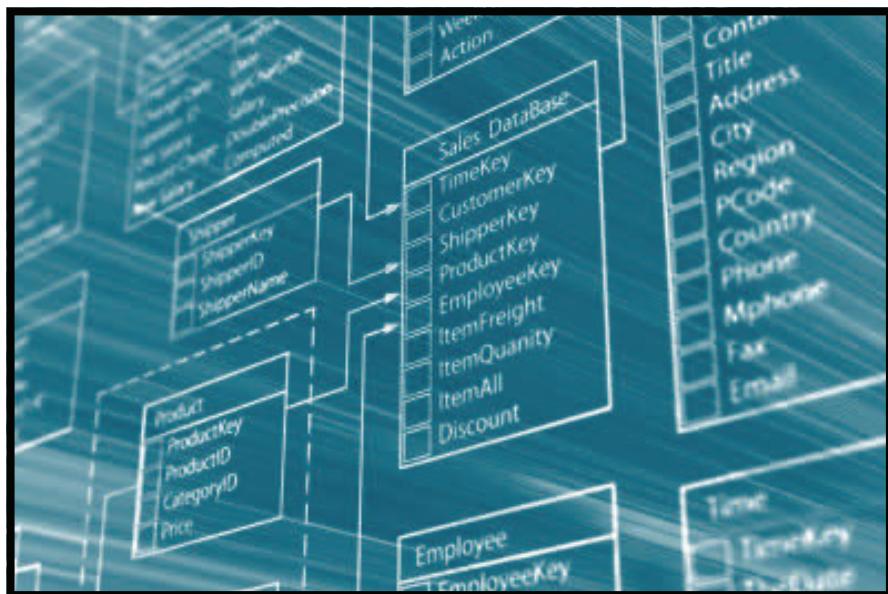


SYSTEMS ANALYST/PROGRAMMER

Are you a database engineer who's looking to really make a difference? Do you want the gratification of leaving a job every day that you know has a direct impact on public safety and your community? Join the City of Fremont, an organization that will provide you with a challenging career, the opportunity to make a difference, good work/life balance and a secure future.



The first review of applications is:

July 17th at noon



ABOUT US

Recently ranked second on the “Best Run City in America” list by 24/7 Wall St. and America’s third “Sharpest, Smartest City” by Reader’s Digest, the City of Fremont is a City continuing to move forward! Located in the heart of the Bay Area and Silicon Valley, this strategically urban city prides itself on innovation, green technology, a low crime rate, great schools, a low unemployment rate, and an incredibly diverse population of over 220,000 residents.

As a full service City, Fremont employs over 864 regular employees and has an annual operating budget of \$156.8 million dollars. Fremont is an employer that values its people, creativity, quality service, integrity, open communication, mutual respect, and diversity. [Think Fremont!](#)

THE VISION

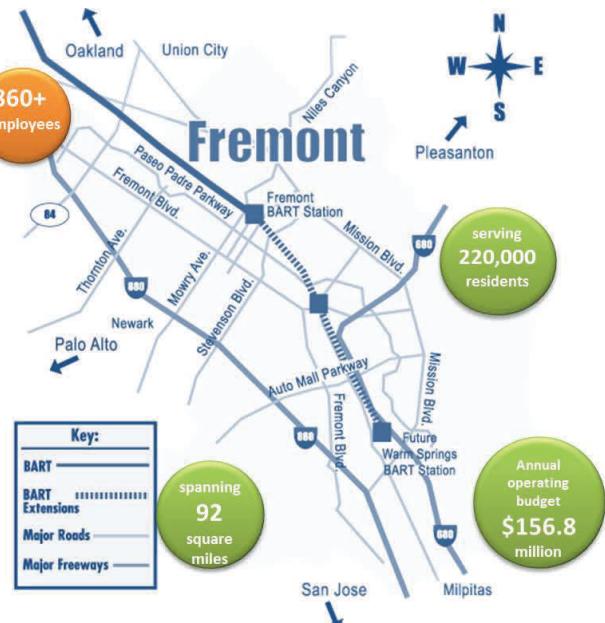
The City of Fremont has branded itself as strategically urban and as the Advanced Manufacturing Hub in Silicon Valley. Now, the City is in the midst of developing its Downtown and Warm Springs Innovation District as well as implementing land use policies and programs that will promote thoughtful and sustainable development that will lead Fremont into the future.

THE DEPARTMENT

Mission Statement, “To deliver the best proven technology and services available for computer, data, telecommunications, mapping, and critical business systems to employees and the public through excellent customer service, continuous improvement, innovative problem-solving, adherence to standardized information best practices, and collaborative solutions.” The City of Fremont’s ITS department is cutting edge in world of government IT and was the winner of the Municipal Information Systems Association of California (MISAC) Quality IT Practices Award in 2011, 2012, 2013, and 2014.

THE POSITION

As an essential member of the Information Technology Services Department, the Systems Analyst/Programmer will perform database sizing, growth estimates, design and implementation in support of all City departments including Police, Fire, Human Services, Recreation and Public Works. The Systems Analyst/Programmer will design and maintain databases that provide critical information throughout the organization as well as provide applications programming and systems management.



THE IDEAL CANDIDATE

Steve Jobs said, "The only way to do great work is to love what you do." The City is looking for someone with a real passion and love for technology. Someone whose go-getter mentality will be apparent by their project ownership will thrive in this position.



EXAMPLES OF DUTIES

- Install, administer, and maintain Oracle and Microsoft SQL Server databases.
- Architect/design secure solutions that meet security standards.
- Ensure compliance with legislative, regulatory and judicial mandates, regulations and professional standards.
- Work with application development team to enforce standards and quality assurance policies and procedures.
- Develop, implement, and monitor performance tuning tasks.
- Answer questions and coordinate the resolution of application database problems.
- Clone development, test, and staging environments from production instances.
- Use problem-solving principles to identify root cause, evaluate possible solutions and implement permanent fixes.
- Confer with Information Technology Services teams to determine feasibility of automating or re-engineering specific operations.
- Assist project managers in preparing written system and database requirements for new applications and software enhancements.
- Set up database failover, mirroring, log shipping, and replication.
- Design and/or enhance database backup and recovery strategies.
- Contact and coordinate the work of contract service providers in the installation and modification of Business Intelligence databases and data warehouses for the City.

EDUCATION AND EXPERIENCE

Any combination of education and/or experience that has provided the knowledge, skills and abilities for satisfactory job performance would be qualifying. A typical way to obtain the required knowledge, skills and abilities would be: a Bachelor's degree in Computer Science, Information Systems or a closely related field, and two years of progressively responsible experience in administering the safety and soundness of development, test, stage, and production databases.



Strong knowledge of Microsoft SQL Server and Oracle database internals, tuning, and security features is essential.

LICENSES/CERTIFICATES/SPECIAL REQUIREMENTS

Microsoft Certified Database Administrator (MCDBA) and/or Oracle Certified Professional (OCP) certifications are desirable.

This classification requires the ability to travel independently within and outside the City limits and possession of a Class C California driver's license.



COMPENSATION & BENEFITS

The annual salary is \$92,476— \$124,852 depending on qualifications. Fremont offers an attractive benefits package, which includes, but is not limited to:

- Excellent CalPERS retirement plan as well as a 2% City paid contribution to a 401(a)
- Up to \$20,000 in tuition reimbursement
- \$1,830/month to spend on medical, dental and vision plans
- \$100,000 life insurance coverage
- Annual general leave bank starting at 128 hrs. plus 112 hrs. of management leave
- 12 paid holidays and 1 floating holiday per year
- Comprehensive wellness program
- A complete benefits summary can be found at Fremont.gov or by using this link: [Benefits Summary](#)

This position is represented by the FAME bargaining unit. The probationary period for this position is one year.

APPLICATION INSTRUCTIONS

To be considered for this position, apply online by submitting a completed City application, resume and cover letter through our on line application system: www.fremont.gov/cityjobs

The test process for this position may include a written and/or performance exam, an individual and/or panel interview and requires a full police department background, including polygraph. Only those candidates who have the best combination of qualifications in relation to the requirements and duties of the position will continue in the selection process. Meeting the minimum qualifications does not guarantee an invitation to participate in the process.

REASONABLE ACCOMMODATION

Human Resources will make reasonable efforts in the examination process to accommodate persons with disabilities. Please advise Human Resources of any special needs a minimum of 5 days in advance of the selection process by calling (510) 494-4660. The City of Fremont is an Equal Opportunity Employer.



Tentative Recruitment Schedule

First Review: July 17, 2015—Noon

Oral Interviews : July 29, 2015

Follow-up Interviews: August 4, 2015

15IT03

HUMAN RESOURCES DEPARTMENT

City of Fremont

3300 Capitol Avenue, Building B

Fremont, CA 94538

